

SUBMARINE OFFICER COMMUNITY STATUS



CDR Brian Humm

**XO Detailer
(PERS -421)**

DETAILING



LT DAVID KAISER
JUNIOR OFFICER
SHORE



LCDR RAY GABRIEL
POST-DH SHORE



CDR BRIAN HUMM
EXEC OFFICER/
POST XO

Pers-42



LT MIKE DELANEY
JUNIOR OFFICER
SEA



LCDR CALEB KERR
DEPT HEAD



Community Status Brief



■ Submarine Force Status

- Accessions and Retention
- Tour Lengths
- Promotions

■ Detailer Users Manual

- Background
- JO Detailing
- DH Detailing
- XO/Post XO
- CO/Post CO

■ Required Knowledge

- Screening Boards

■ News You can Use

- Grad Ed/ JPME
- Compensation Initiative
- SSIP





Submarine Officer Accessions

History and Projections

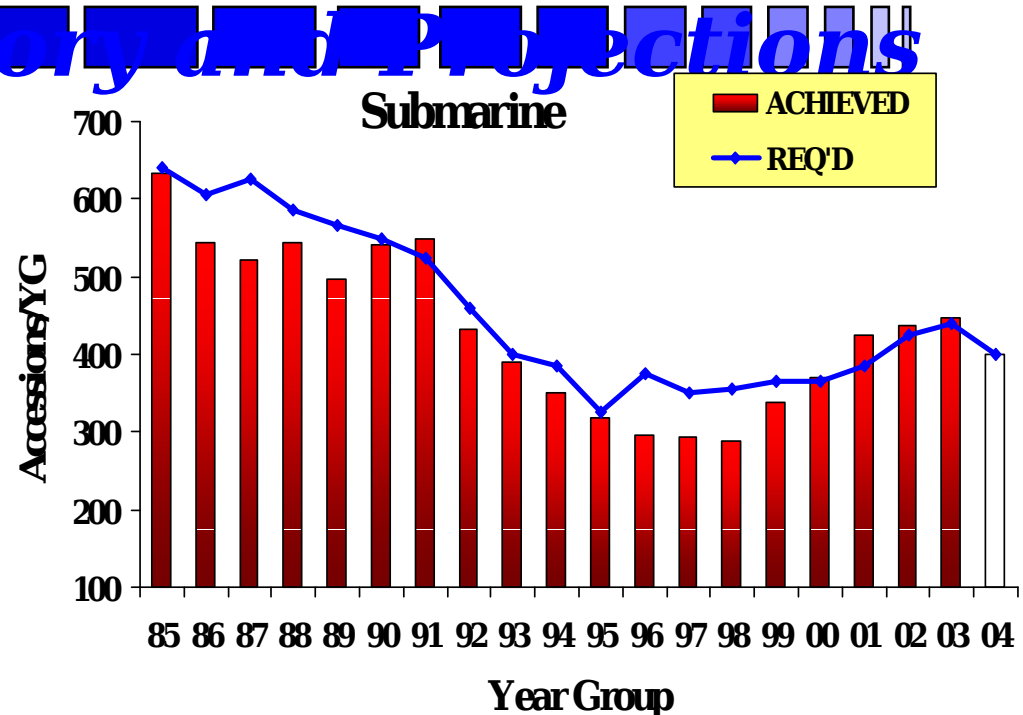
- Requirements determined by force structure and retention
 - DH requirement limiting

- A continuing challenge to recruit quality candidates

- Overall accession goals met last five consecutive years

- Slight reduction of FY-04 goal from 440 to 399 in order to take advantage of reduced 0-3 YCS attrition and improved 3-7 YCS retention.

- Bowman Scholarship Program started with class of '03 to assess up to 20 top quality USNA Midshipman during their 2/C year.

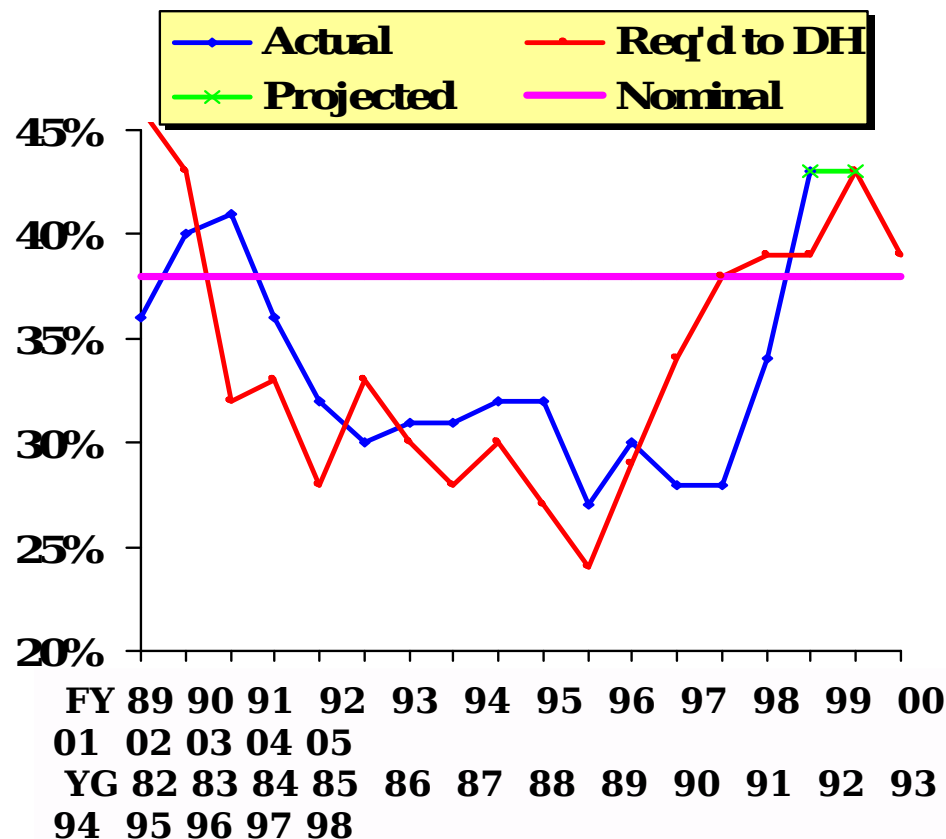




Submarine Officer Retention

Actual vs. Required

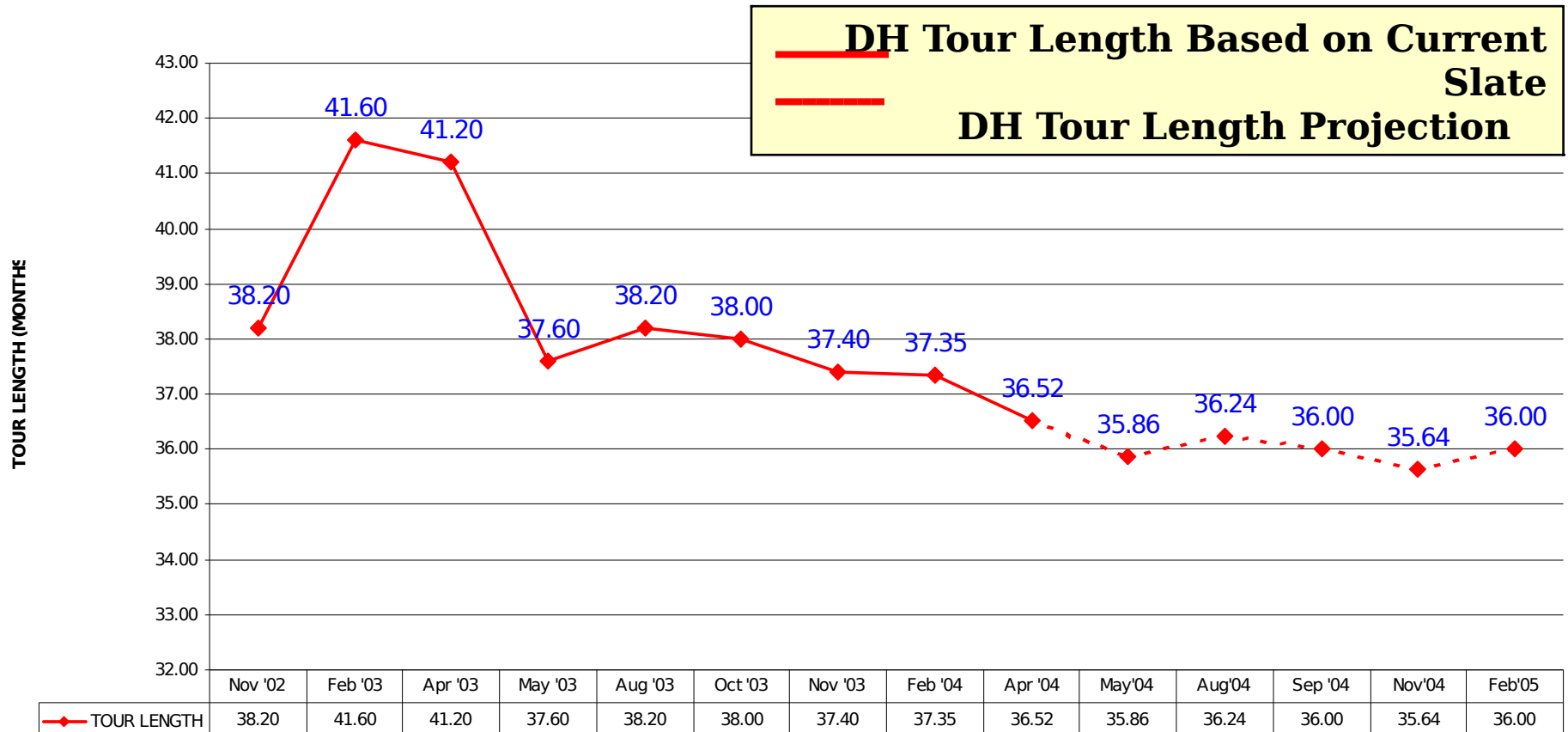
- Retention is a measure of the continuation rate of a YG from 3 to 7 YCS (minus pending RESIGS)
- DH requirements (FOR) and 3 YCS inventory drive required retention
- FY-01 and 03 NOIP increases have had a significant effect on retention
 - Increased from 28% in FY01 to 43% in FY03.
- Must improve above nominal steady state requirement of 38% as under-accessed Year Groups approach their stay-leave decision (e.g., YG97 requires a 43% retention rate)



- N133 continues to evaluate compensation initiatives to further improve retention



Projected DH Tour Lengths



SOAC Graduation Month

Note: Tour Length represents average tour length of those DHs being relieved by graduation



Department Head Manning



■ DH Losses

- DH Losses over the past two fiscal years remained at a higher than desirable rate
- Recent losses did not result in significant tour length increases due to temporary fleet up of JOs to serve as CSOs to cover gapped periods (although not desirable from fleet perspective)

■ DH Tour Lengths on Target

- Nominal tour lengths at 36 months and remain projected through end of FY04 and into FY05 at 36 months
- DH retention and billet savings from SSGN/SSBN ERO crew combinations resulted in improved tour lengths

■ Results of improvement in DH Tour Lengths

- LDOs and SJOs are being phased out as fills for DHs on shipyard boats. Goal is for all units, including SY boats, to have 3 SOAC graduate DHs
- Active Duty Recall program has been suspended



Submarine ED Option

New Program

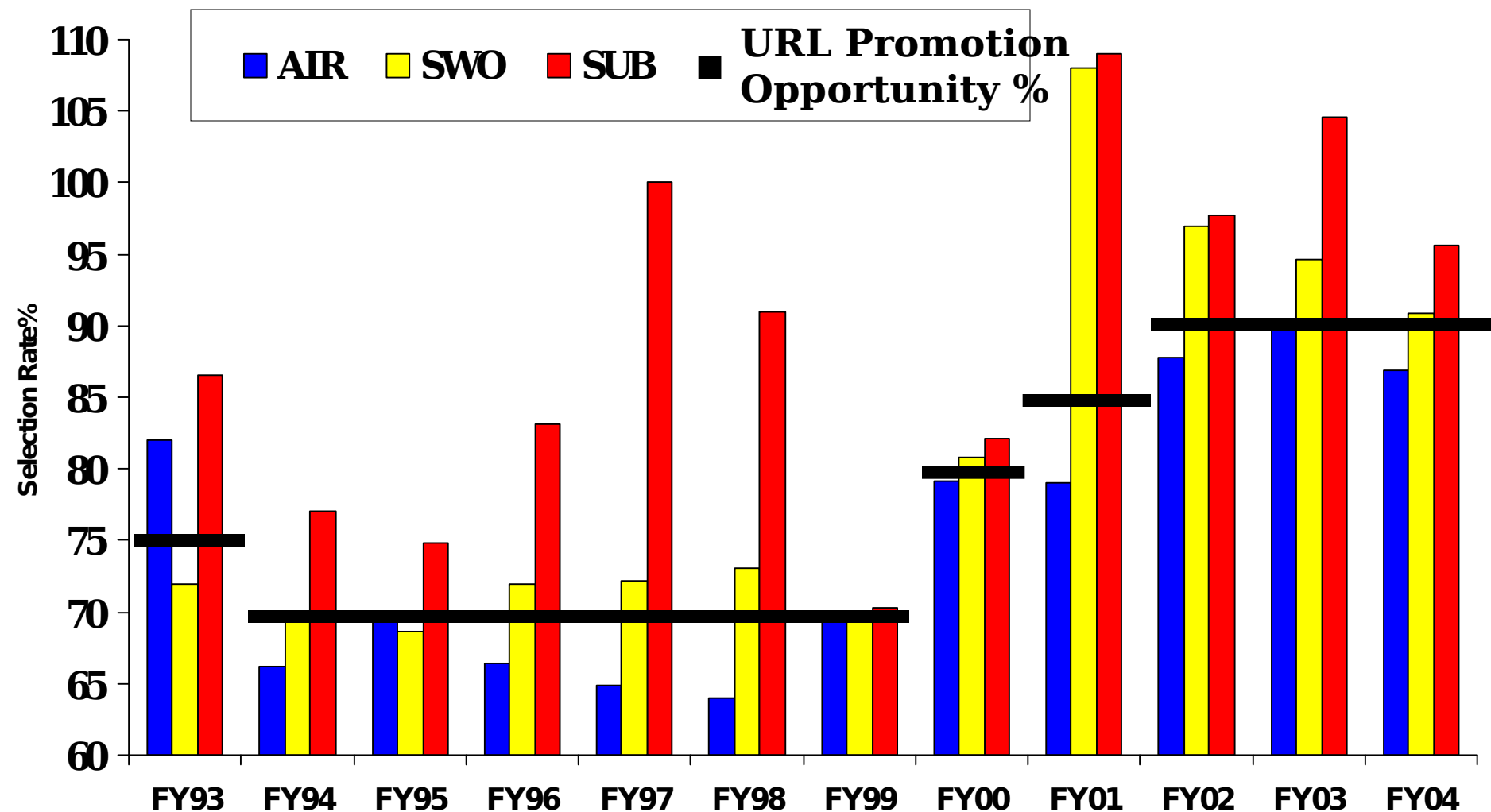


- **New Engineering Duty (ED) option being offered to new submarine accessions from USNA and NROTC**
- **Submarine ED option candidates complete normal submarine/nuclear training track, JO and DH tours.**
 - Option to go ED is exercised by the officer with ED community concurrence without board action following DH tour. Those not opting to go ED continue down normal submarine career path.
 - Submarine ED option candidates required to complete Master's Degree in a major approved by ED Community during first shore tour (may be at Monterey, but not required)
- **Available to USNA and NROTC Midshipmen**
 - Technical Majors, GPA \geq 3.0, top 25% of class
 - Offered for up to 5 officers from each source (total of 10) per year group, quotas determined by ED community and agreed upon by Submarine Community each year
 - » If applications exceed quotas, ED Community selects with Submarine Community concurrence



URL O-4 Promotion Board

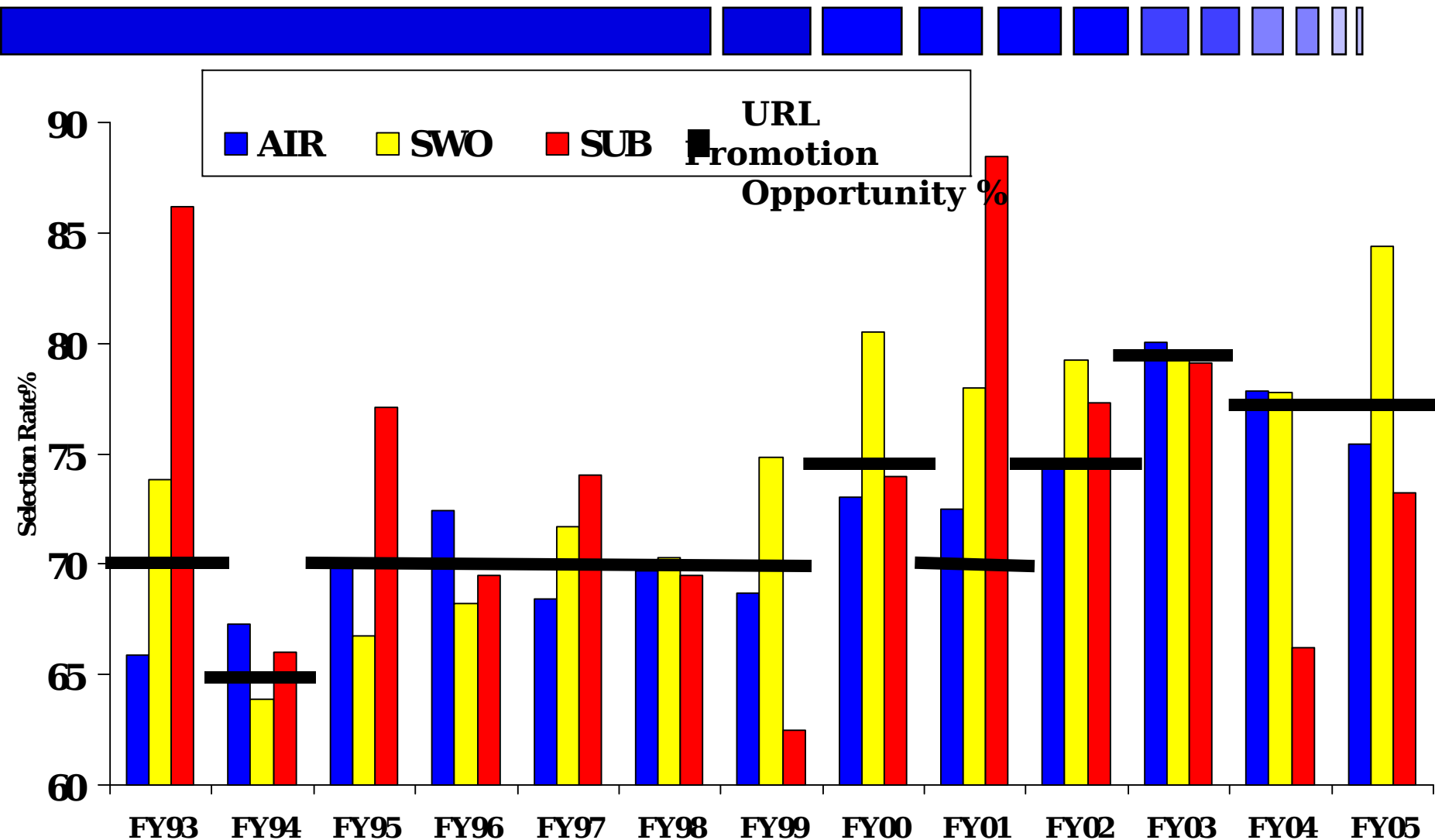
1993-2004





URL 0-5 Promotion Board

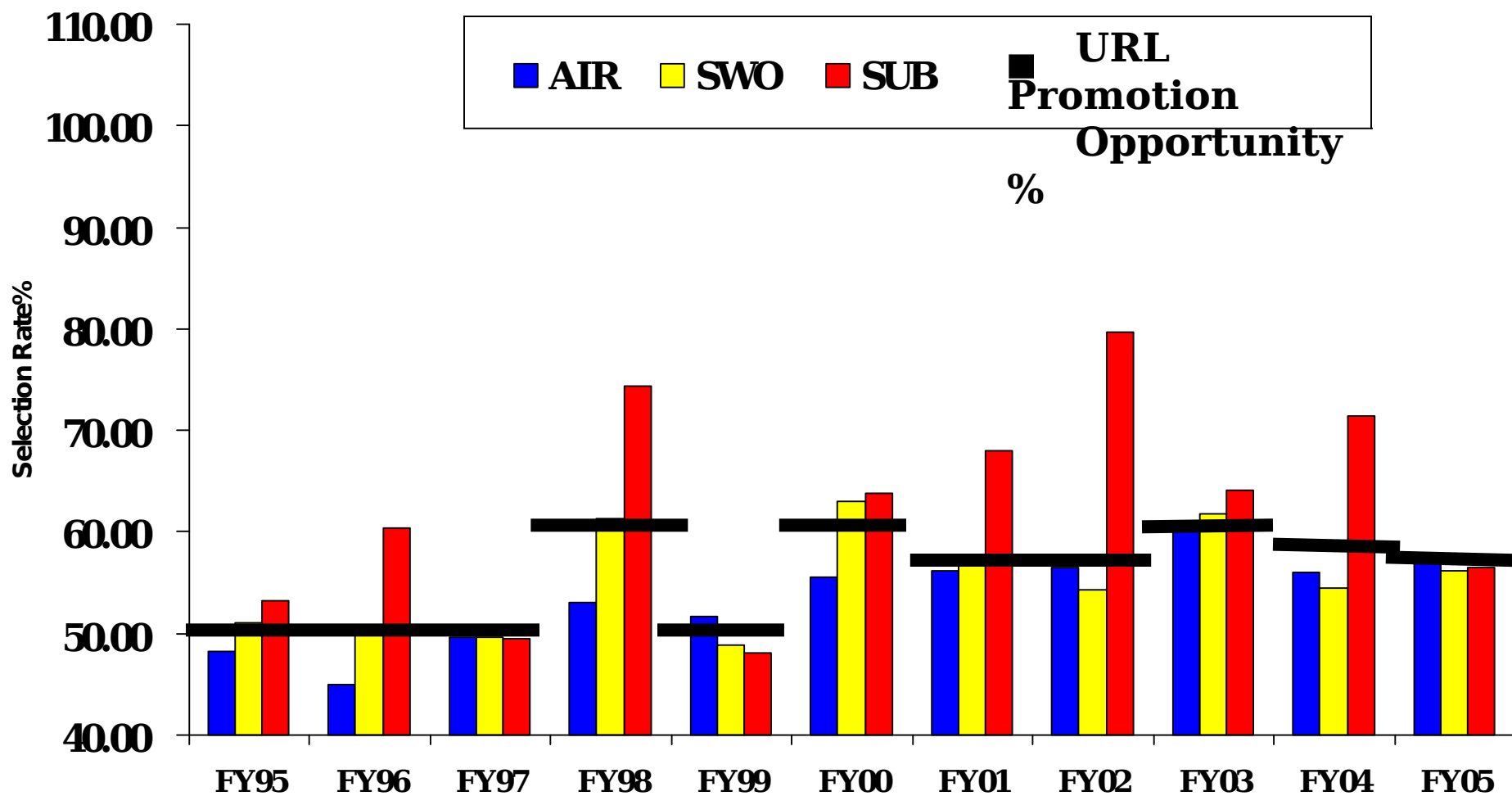
1993-2005





URL 0-6 Promotion Board

1995-2005





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- Screening Boards

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PERS-42 Website

Stay Plugged In!



- **Detailer Contact Info (email addresses and phone numbers)**
 - Send your email address to p421d@bupers.navy.mil
- **School Schedules (Pipeline, SOAC, PXO, PCO)**
- **Engineer's Exam (PNEO) Schedules**
- **JO Web JASS, Post DH and Post XO Shore Slates**
- **Graduate Education Information**
- **Nuclear Officer Incentive Pay (NOIP) program status and frequently asked questions**

Contract Re-Negotiation Procedures

- **Information on Pay Initiatives**
- **Latest Detailing Port visit and Screening Board Schedules**

www.bupers.navy.mil

Search on Detailers and PERS-42



Detailer Functions



- Match people with jobs
- Assist in career management

PROMOTION

SCREENING



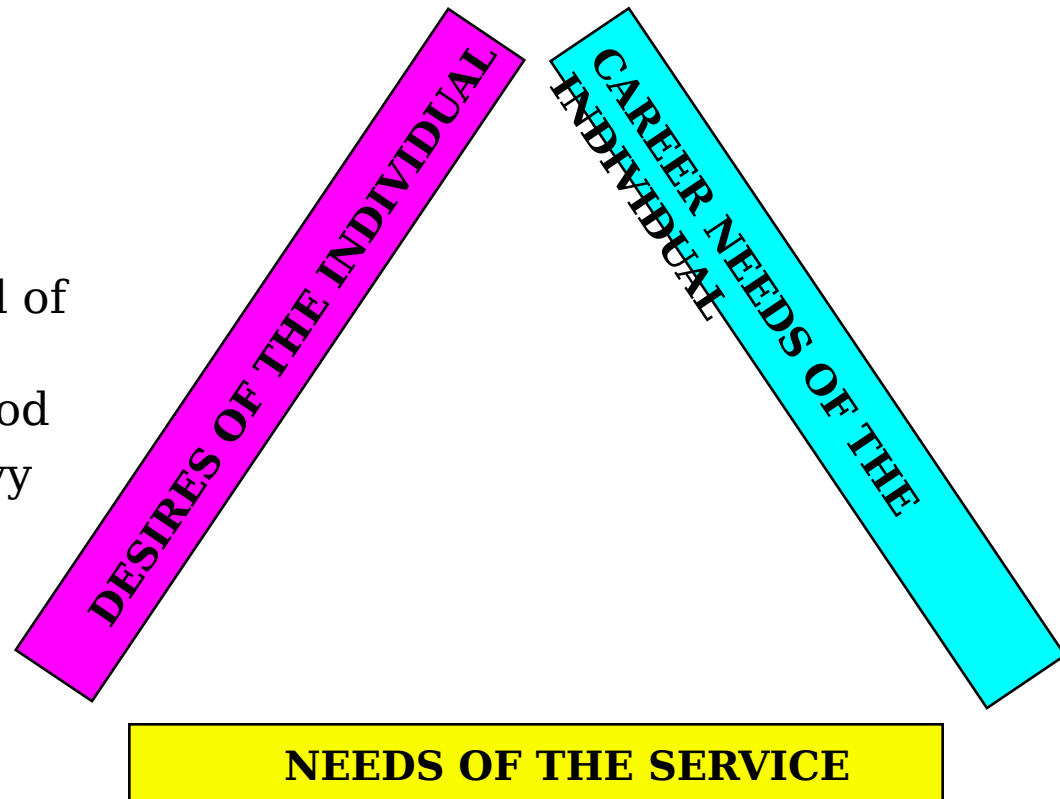
Detailing: *Mechanics*

■ Detailing “Triad”

■ Placement vs Distribution

■ Slating process

- Done at nearly every level of seniority
- Set of jobs in a given period
- Ensure “Needs of the Navy are met”
- Slate assignment
 - » PRD is entering argument
 - » Open to negotiation





Detailing Considerations



Talk to detailer at least 12 months in advance of transfer

Prioritize desires of location, ship/command type, and billet type

Express all your interests, but provide an adequate target size

Needs of the Navy (fine print)

- **There will always be very important, challenging jobs which must be filled**
- **Often, the most challenging jobs are also the most rewarding**
- **Job availability in a certain region or field can be limited**
- **Diversification of jobs and geography can lead to some of the best experiences in the Navy**



Career Management



■ Shared responsibility

■ Competing concerns and priorities

■ BUPERS

- Tracks career progression of every officer
- Progression reviewed and briefed quarterly to Pers-42
- Major career gates
 - » SOAC Jul 7 YCS DH FITREP before IZ O-4
 - » PXO Aug 13 YCS XO Job before IZ O-5
 - » PCO Sep 17 YCS 2xCO FITREP before IZ O-6
- Submarine Pay Gates (TOSS)
 - » CONSUBPAY 72 mo @ 12 Yrs Nuc => Good to 18 Yrs
 - 120 mo @ 18 Yrs Nuc => Good to 26 Yrs
 - 96 mo @ 18 Yrs Nuc => Good to 22 Yrs



Detailing Specifics



- **Post JO**
- **DH**
- **Post- DH**
- **XO/ Post- XO**
- **Command, Post- Command**



JO Shore Duty Slate



- Detailing is assisted by the Job Advertising and Selection System (JASS) which is now internet accessible in the privacy of your own home:

www.bupers.navy.mil/pers42

Click on JASS Link

- CY quarter of JO's rotation date is entering argument
- Each slate opens ~8 months prior to mid-quarter and closes ~6 months prior to mid-quarter
- JOs should call the JO Shore Detailer as frequently as required to discuss available jobs and prioritize their specific desires to establish their "*comfort zone*"



JO Shore Duty Slate *Mechanics*



■ Jobs are prioritized 1, 2, or 3

- PRI 1 jobs are must fills
- PRI 2 jobs will be filled after all PRI 1 jobs
- PRI 3 jobs will not be filled on the slate

■ Only one slate is posted on JASS at a time

PRD: Oct - Dec 04	4th QTR Slate	15 Mar 04	21 May 04
PRD Jan - Mar 05	1st QTR Slate	21 June 04	20 Aug 04
PRD: Apr - Jun 05	2nd QTR Slate	15 Oct 2004	13 Dec2004

■ JOs can apply for as many jobs as they want

- Prioritize assignments 1 through 99
- Give the detailer enough to work with
- Larger target comfort zones are easier to meet

■ COs are highly encouraged to provide input

Once the slate closes, the assignment is binding



Department Head Detailing



■ Orders

- Orders to SOAC Issued 9-12 months prior to
- Receive orders to ship about 2 months into

■ Slate Process

- Email slate for your class 3 months prior to convening
- Ask questions and then email back prioritized list of preferences
- Receive verbal tentative assignment about 2 months prior to class convening

■ Billets

- Majority of Billets do not change, and majority of those that do actually improve on an officer's preference list
- Historically 80-90% receive a top 1/4 choice and over 95% receive a top 1/2 choice



Post DH Detailing



■ PXO Classes (In Flux) - Slating into a class 6-8 months out

- Handoff to XO detailer
- P421A does NOT know what boats will be in that class

■ Perisher - 3 candidates per year - Post DH or PXO

- 2 attend British Perisher
- 1 attends Dutch Perisher

■ "In-Rate" jobs - ENG, Strat Weps, NA

- Looking for the top performers
- Key waterfront training positions
- ENGs most heavily taxed

■ Nuclear Jobs

- MTS XO, CSG Material
- Preferably assigned to Non-ENG top performers





XO Detailing



- **Classes are small, but try to have one boat from each homeport in each class.**
- **Must meet technical requirements**
- **Look to ensure all officers have SSN and SSBN experience prior to command.**
- **Post-XO**
 - Large percentage of those jobs are in DC
 - Some high fleet concentration areas have few follow on shore jobs (Bangor, SD, Kings Bay)
 - Relieve PCO's, Fill War College





CO Detailing

■ PCO Detailing

- P421 determines PCOs in the class
- P42B determines which submarines
- PCO class (attempt one submarine per
- Slating is a complex process involving both TYCOMs, N77 and NR (Final approval by 4 flag officers)
- Process starts T-10 months with goal of notification by T-5 mos.



■ Post Command Detailing (pre-MC)

- “2+2” detailing = 2 years waterfront support + 2 years shore duty prior to Major Command (4 yrs nominal time)
- Sequence can be reversed if necessary



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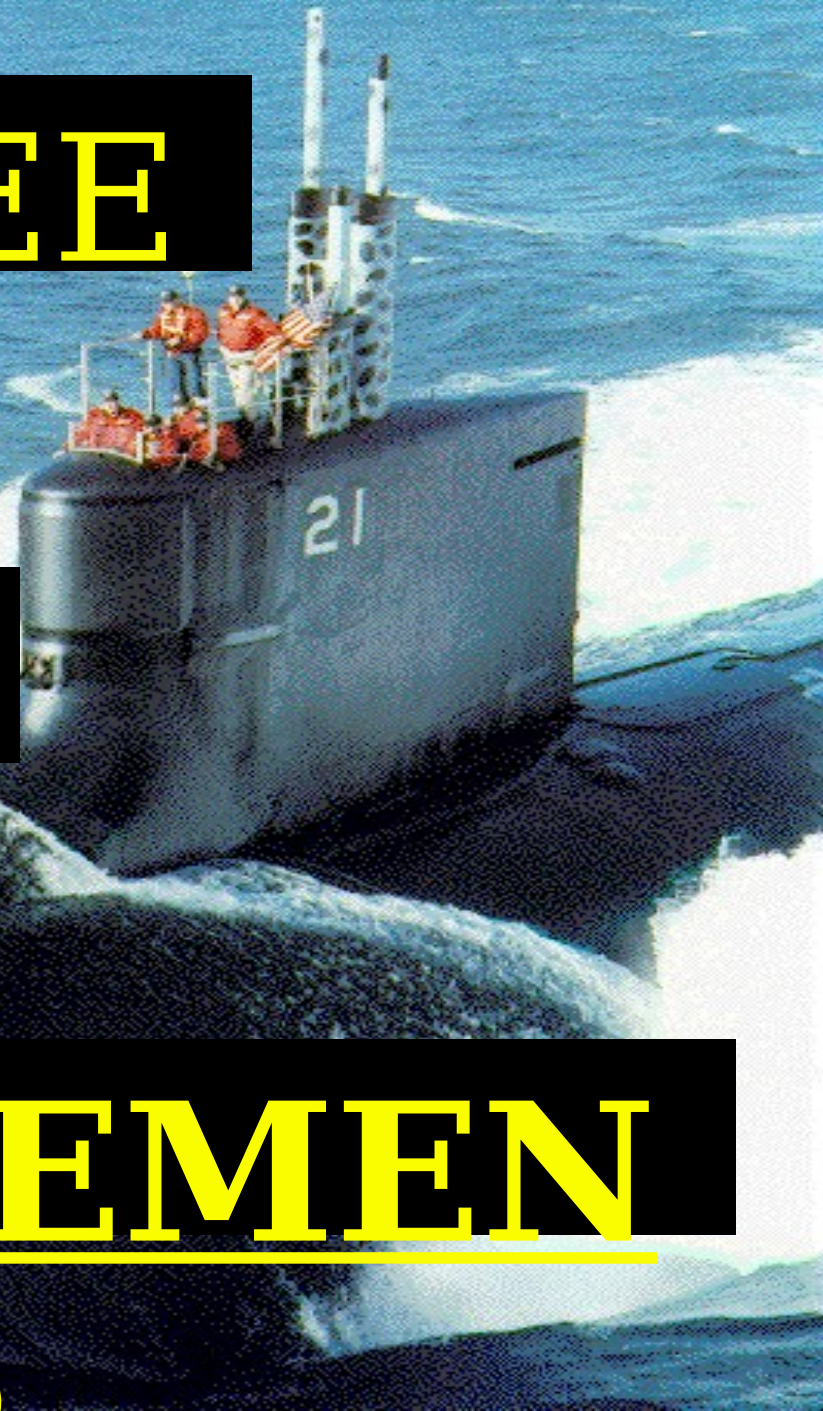
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The Screening Process *Background*



- **CO/XO Screening Board is an administrative board governed by Navy Policy**
- **Screening Boards are conducted following similar rules to statutory boards (i.e. promotion boards)**
- **Since screening boards are conducted like statutory boards:**
 - The FITREP remains the official means of conveying information to the board
 - Input on screening comes from the CO



Key to Success



PERFORMANCE PERFORMANCE PERFORMANCE

- **Screenings and promotions are based on factual, documented performance**
- **Your fitness reports will ultimately determine what jobs you will be assigned to and how far you will go in your career**
- **Ensure your record is accurate!**
 - Review your record on line at <http://www.staynavy.navy.mil>
 - Start early
 - Correction process is simple and easy to follow directions are provided



Dept Head Screening



■ Administrative Board convened annually to select qualified officers

- One look conducted at 6 years of service
- Most officers will screen

■ Board conducted in December

■ Categories

- Screened
- Not cleared

RECENT BOARDS

■ FY 00:
97%

■ FY 01:
98%

■ FY 02:
100%

■ FY 03:
100%



Screening Criteria For Executive Officer



■ Considerations

- Overall Performance
- Emphasis on performance as Department Head
- CO recommendations for XO

■ Select the best qualified



XO Screening Transition Plan



Year Group	FY-03	FY-04	FY-05	FY-06	FY-07
92	30%	50%			
93	20%	20%	60%		
94		10%	30%	60%	
95			10%	30%	60%

→ No Changes
→ First YG affected
→ First YG under new percentages

Past Boards

→ Future Boards

 *Current Plan*
 *Transition Plan*
 *New Plan*

- Achieves desired 3rd Look percentage at FY-05 CO/XO Screening Board by limiting YG-93 2nd Look to 20% during FY-04 board
- FY-04 board produced 9 fewer XO screened officers for that FY
- With more officers remaining unresolved until 3rd Look, more commands will be assigned unresolved officers for post-DH billet fills
 - Does not mean they are getting a lower quality officer, just an officer whose screening status is unresolved



Executive Officer Screening



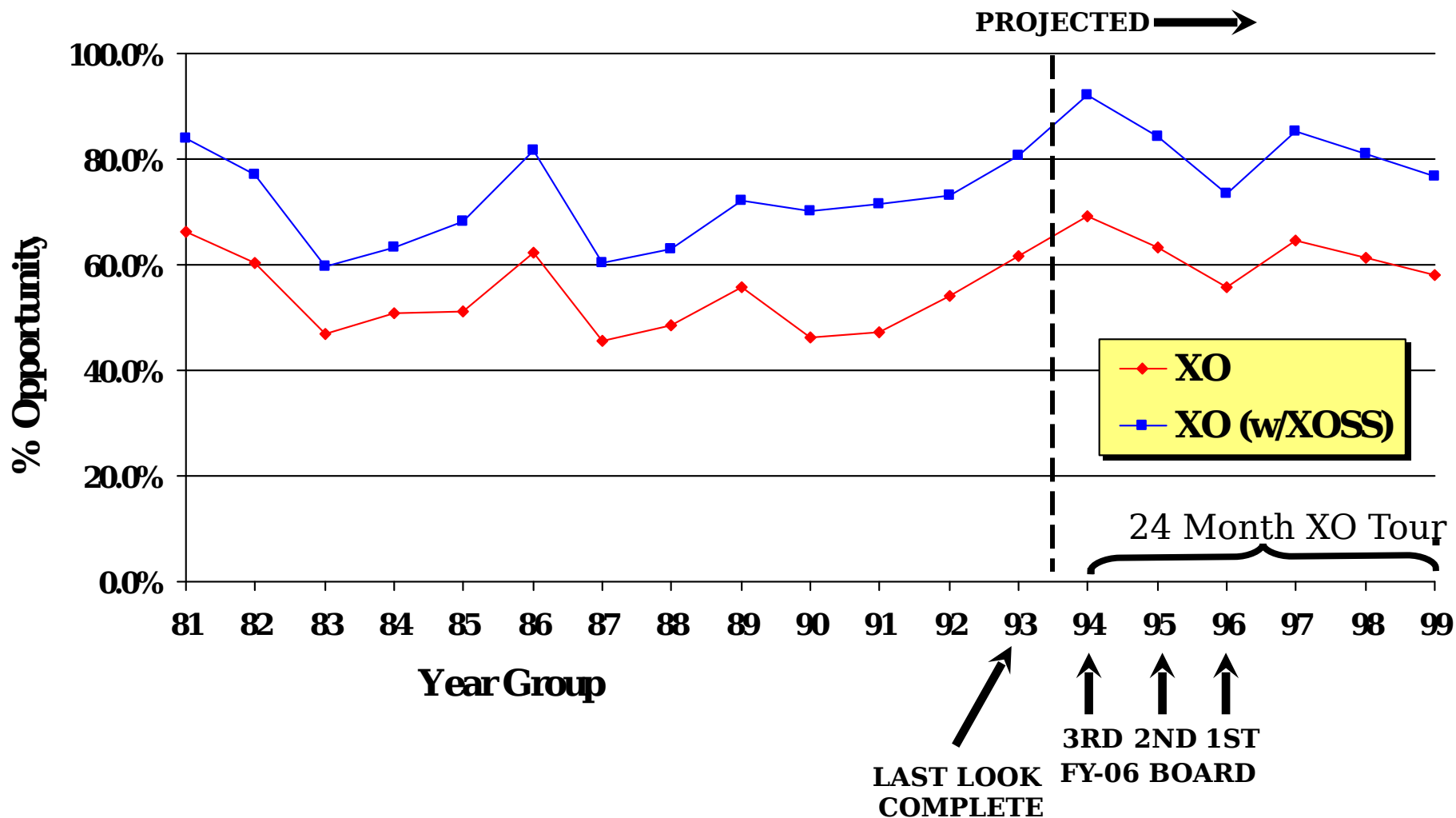
■ Categories

- **Screened for XO Assignment**
- **Screened for Submarine Support (XOSS)**
 - » Fully qualified
 - » Can replace screened officer in his year group or senior during the fiscal year following designation as XOSS
 - » Beyond the next fiscal year XOSSs will not be assigned to serve as XO
 - » Maintain Nuclear Quals/Bonus and CONSUBPAY eligibility until 15 YCS or transfer from current nuclear support billet, whichever is later
- **Not cleared for XO**
 - » Loss of Nuclear Quals/Bonus and CONSUBPAY eligibility

Once an officer screens for XO, document his screening status in his FITREP. Statutory boards no longer stamp officer records with screening status.



XO Opportunity *History and Projections*





Screening Criteria For Command



■ Considerations

- Overall performance
- CO recommendations for command

■ Select the best qualified





Commanding Officer Screening



■ Categories

- Screened for CO Assignment
- Screened for submarine support (COSS)
 - » Fully qualified
 - » Can replace screened officer in his year group or senior during the fiscal year following designation as COSS
 - » Maintain Nuclear Quals/Bonus and CONSUBPAY eligibility until 21 YCS or transfer from current nuclear support billet, whichever is later
- **Not cleared for CO**
 - » Loss of Nuclear Quals/Bonus and CONSUBPAY eligibility



CO Screening Transition Plan



YG	FY-03	FY-04	FY-05	FY-06	FY-07	FY-08
88	30%	50%				
89	20%	30%	50%			
90			30%	50%	20%	
91				30%	50%	20%

Past Boards

Future Boards

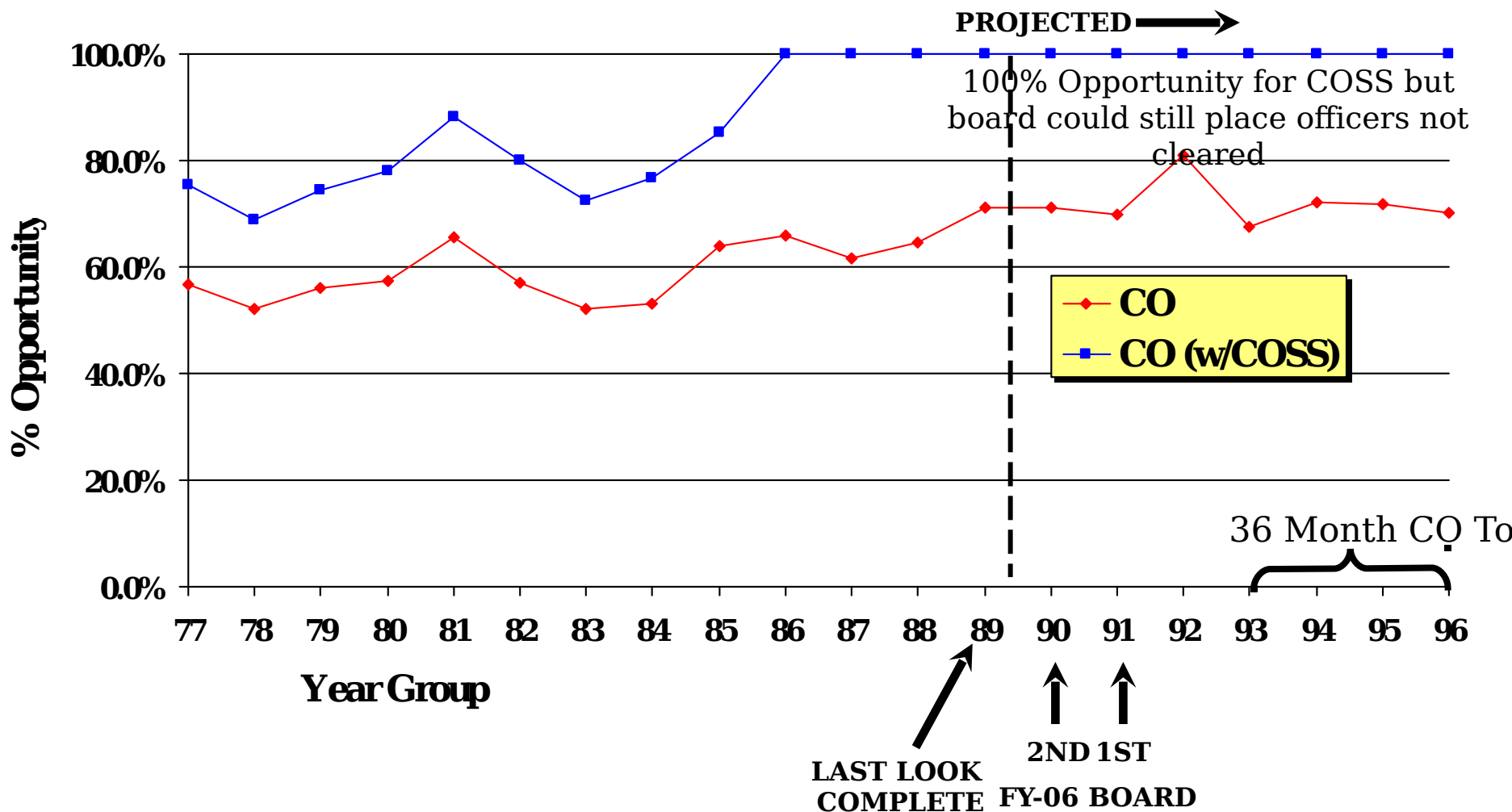
Screening Complete
No Changes
First YG under new percentages

 *Current Plan*
 *New Plan*

- YG-90 “delayed” to achieve one year delay
- “Look” % changes will result in more officers being unresolved as they roll ashore from XO tour. More commands will be assigned unresolved officers for post-XO billet fills. Not lower quality - just unresolved
- FY-04, FY-05 and FY-06 boards will produce fewer CO screened officers (each board 8 fewer). Sufficient CO screened officers will exist to meet PCO detailing requirements



CO Opportunity *History and Projections*





XOSS/COSS Issues

COSS Management



- **Once an officer is on post-XO shore tour, he is unavailable for assignment to COSS Deputy. Starting COSS Deputy after a two year post-XO shore tour delays assignment to NSSC or NRD CO, and could impact officer's selection for CAPT**
- **COSS Deputy assignments could be made from this pool of officers with the assignment being served during the “post XO shore tour” window**
 - **Some COSS Deputies may screen for CO on 3rd look and benefit from deputy tour during their command tour**
 - **Deputies who screen COSS are now poised to go to NSSC CO or NRD CO, and sufficient “CO” FITREPs in their records to compete for selection to CAPT**
- **FY-06 CO/XO Screening board (May 05) will have no 3rd look screens and will not produce any COSS screened officers**
- **COSS Deputies will be assigned from the “unresolved” pool of XOs in addition to available previously screened COSS officers**



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- JPME/ Grad Ed
- Compensation Initiatives



Joint Specialty Officer



- **Fact: We are fighting (and winning) wars JOINT! All military officers benefit from having joint education and experience in their professional tool bag.**
- **To be eligible for appointment to flag after 30 September 2007, an officer must be selected as a Joint Specialty Officer (JSO)**

– JSO = JPM

Tour





Officer Education



- **Evolution towards a new culture for Naval Officers**
- **Warfare professionalism remains the foundation**
- **Internet technology and on-site programs facilitate participation in JPME and Grad Ed**
 - ODU Course (and many others)
 - Air Force Staff College
- **Most programs require some off-duty study**



Joint Professional Military Education

■ Important facet of professional development

- Preparation for Joint / Major staff assignments

■ Increasingly important for promotion

- Prerequisite for O-7 promotion beginning with FY-08 Board (DEC 06)

■ Career path constraints suggest that submarine officers should be JPME Phase I complete before PCO pipeline

- Navy leadership has signaled JPME Phase I may become a requirement for CDR Command screening in the future--*NOT YET A REQUIREMENT, BUT MAY BE SOON*

■ Many opportunities for JPME are available. Methods to receive JPME include:

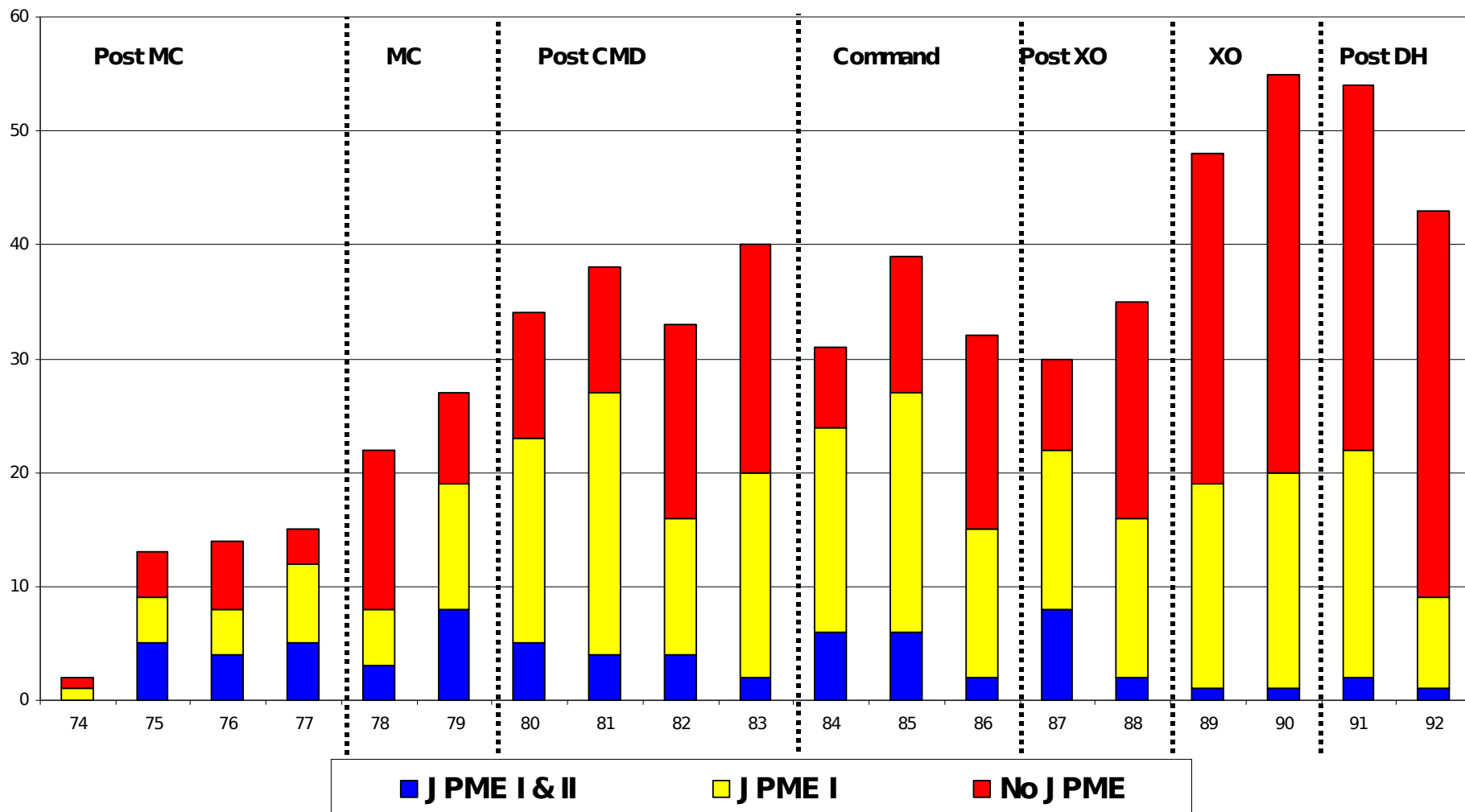
- Resident Course at one of the Service Colleges
- Non-Resident Seminar Course at selected sites
- Correspondence Course (various services)
- See Website or contact your detailer for more details

**Visit <http://www.acsc.maxwell.af.mil/> OR
<http://www.nwc.navy.mil> for more information**



Submarine Community

JPME Status





Funded Graduate Education

We've got it!

- **22 quotas in FY-05 for full time study at Naval Post Graduate School (NPS)**
 - **New** EMBA Distance learning Program is also available
- **NPS fully funded, full-time postgraduate education**
- **Advantages:**
 - Variety of curricula/subspecialties available
 - Possibility of rolling early, at 33 month point of JO tour, to support curriculum timing
 - Earn JPME Phase I credit and a Masters degree simultaneously
 - Some NPS curricula will grant up to 12 credit hours from NNPP training



Funded Graduate Education

We've got it!

■ 3 DC Intern quotas

- Master of Arts in organizational management from George Washington University with the opportunity to serve on senior Washington DC area staffs (to include JCS, OSD, SECNAV, OPNAV AND OTHERS).
- NAVADMIN 323/03

■ 6 USNA Company Officer Billets

- Masters Degree in Leadership from the Navy Post Graduate School

■ Scholarship Programs

- MIT Woods Hole, Olmstead
- Pers-440 Web Page excellent source of information on program specifics
 - » <http://www.bupers.navy.mil/pers440/>
- JAN/FEB issue of Link/Perspective Magazine (Career Issue) is also an excellent resource
- Coordinate with detailer during application



Funded Graduate Education

We've got it!

■ 70 1120 Officers Billeted at NROTC Units including 50 JOs

- Many Universities have reduced/free tuition for staff

■ Tuition Assistance available to all

- Now covers 100% of tuition and fees up to \$250/credit hour not to exceed 12 semester hours/year.

■ War College (Navy, Air Force, Army, Marines, ICAF, NDU)

- In most cases, a Masters Degree can be obtained with little or no additional effort
- Navy is now allowing upwardly mobile LTs to attend
- Washington D.C Seminar Program now awards a ***Master of Arts in National Security and Strategic Studies***



GRAD ED Voucher (GEV) Program

■ **Formerly known as Tuition Assurance Program (TASS)**

■ **Eligibility**

- URL O-3 to O-5 with no previous masters degree
- Shore Duty assignment supports time available
- Sustained superior performer

■ **Cover up to \$20K/year for 2 years used for “Navy Relevant” Masters Degree**

■ **3 Year GREEMAIN**

■ **Request GEV quota by formal letter to PERS-42 via Commanding Officer (NAVADMIN 306/03)**

■ **Lessons Learned**

- Degree must lead to a Navy Subspecialty
 - » NPGS must certify program as leading to a subspecialty
- Early preparation is the key to success
 - » GRE and School Application



University of Pennsylvania Wharton School

- **Selected 1120 officers will be assigned to the University of Pennsylvania NROTC unit for administrative purposes**
 - Two Year Tour, One Quota per year
- **Tuition and fees will be reimbursed to a maximum of \$20,000 per year through a GEV quota***
- **Must be an O-3 or O-4 (Post JO or PDH)**
 - Cannot possess a Masters Degree (GEV funding criteria)
- **Out-year goal of 5-10 quality applicants per year**
 - PERS-42 selection board
 - Wharton Admissions selected from slate
- **Wharton EMBA program may be an option for those not selected and serving in the DC area**
 - Program begins in late May. Applications are accepted until February 1st
 - EMBA program is not Navy sponsored, must coordinate with local command

* Wharton MBA Program costs may exceed allowances



Credit for Nuclear Power School



■ Old Dominion University - Norfolk, VA

- Navy Nuclear trained officers that have completed Nuclear Power School and Prototype are eligible for twelve credit hours towards any Engineering Masters Degree the school offers.
- Campus easily accessible for those stationed in Norfolk area
- Can complete Master's Degree with as few as six additional courses
- Distant learning sites at most fleet concentration areas
- Can be used with GEV
- 700 nuclear trained officers (SUBS and SWO(N)) currently enrolled

■ Catholic University - Washington D.C.

- Awards 12 credits towards the required 30 credits for a Master's in Engineering Management



Compensation Initiatives



■ Base Pay raises expected to be at least 3.5% per year through FY-06

- Employment Cost Index (ECI) + .5%
- FY-05 President's budget includes a 3.5% average increase in Base Pay

■ Enhanced Career Sea Pay

- Eligibility expanded to all pay grades
- Pay tables adjusted

■ SUBPAY increase to account for effects of inflation (last increase 1988)

- FY-02 legislative change took pay tables out of law and raises legislative *limit* to \$1000/month.
- Targeted SUBPAY rate increases:
 - » Junior officers and enlisted took effect on 1 Oct 2002
 - » Targeted pay raises for DH/XO/CO will take effect 1 Oct 2004



Compensation Initiatives



■ Tax free BAH rates continue to significantly increase under a major DOD reform initiative

- Averaged 8%/year for CY03. (about 3 times the inflation rate).
- Expect future increases to be substantial through FY05.

■ Family SGLI - more security for you and your family

- Covers spouse and children.

■ Thrift Savings Plan

- Opportunity to defer tax on a substantial portion of base pay, bonuses and special pays up to \$12,000/year in CY03.
- Translates in up to a \$3,000 reduction in current year federal tax
- Need to get the word out on this worthwhile savings plan! Visit **WWW.TSP.GOV** for more information.



Nuclear Officer Incentive Pay

Current Program Status

■ Legislative limits versus payment rates

	<u>Legislative Limit</u>	
	<u>Current Rate</u>	
COPAY	\$25,000	\$22,000
AIB	\$22,000	\$12,500
LDO AIB	\$10,000	\$6,000
ACCESSION	\$20,000	
	\$12,000	

■ Effective from \$19K/year to \$22K/year.

■ N133 currently evaluating additional compensation initiatives and legislative authority for FY05 - Officer SUBPAY, NOIP COPAY increase/restructure, LDO AIB increase.



Submarine Support Incentive Pay

Retention of submarine officers

■ SSIP eligibility requirements are modeled after those for NOIP, with appropriate modifications:

- On active duty, and thereby entitled to receive basic pay.
- Have not completed more than 25 years of active service (including previous enlisted service) by the end of the term of the contract (required by CSRB legislation).
- Officers who hold designator 1120 previously nuclear qualified.
- Currently serving in pay grades O-4 through O-6. Not eligible until date of promotion to O-4.
- No pending or approved lateral transfer requests, or applications to the Permanent Military Professor Program.

■ Payment structure:

- \$10K/\$11K/\$12K per year for one, two and three year contracts respectively.
- Annual payment can be made up to the statutory limit of 25 YCS

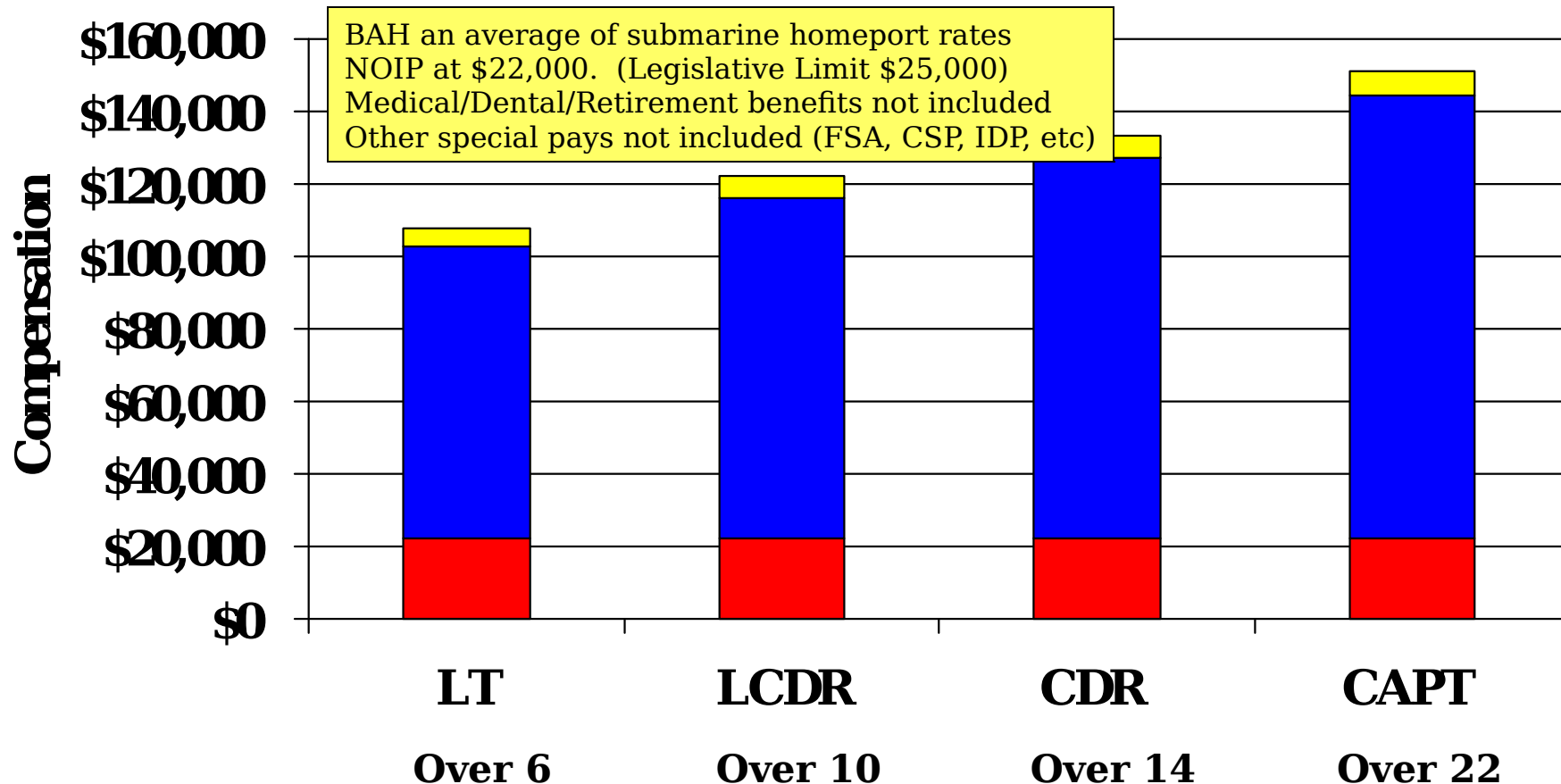


Pay and Allowances

Current Rates - 2004



■ Bonus ■ Pay and Allowances ■ Tax Advantage

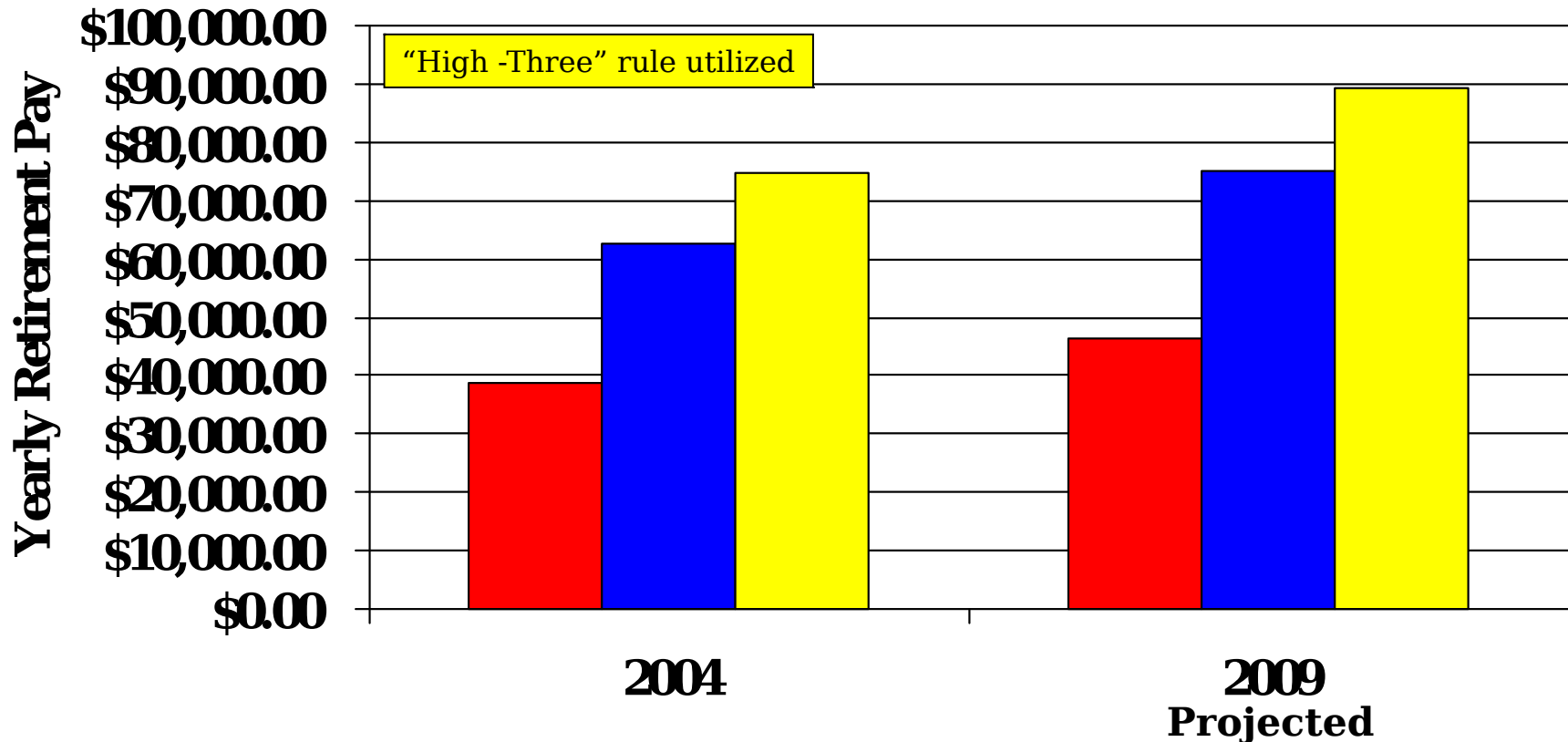




Military Retirement Benefits

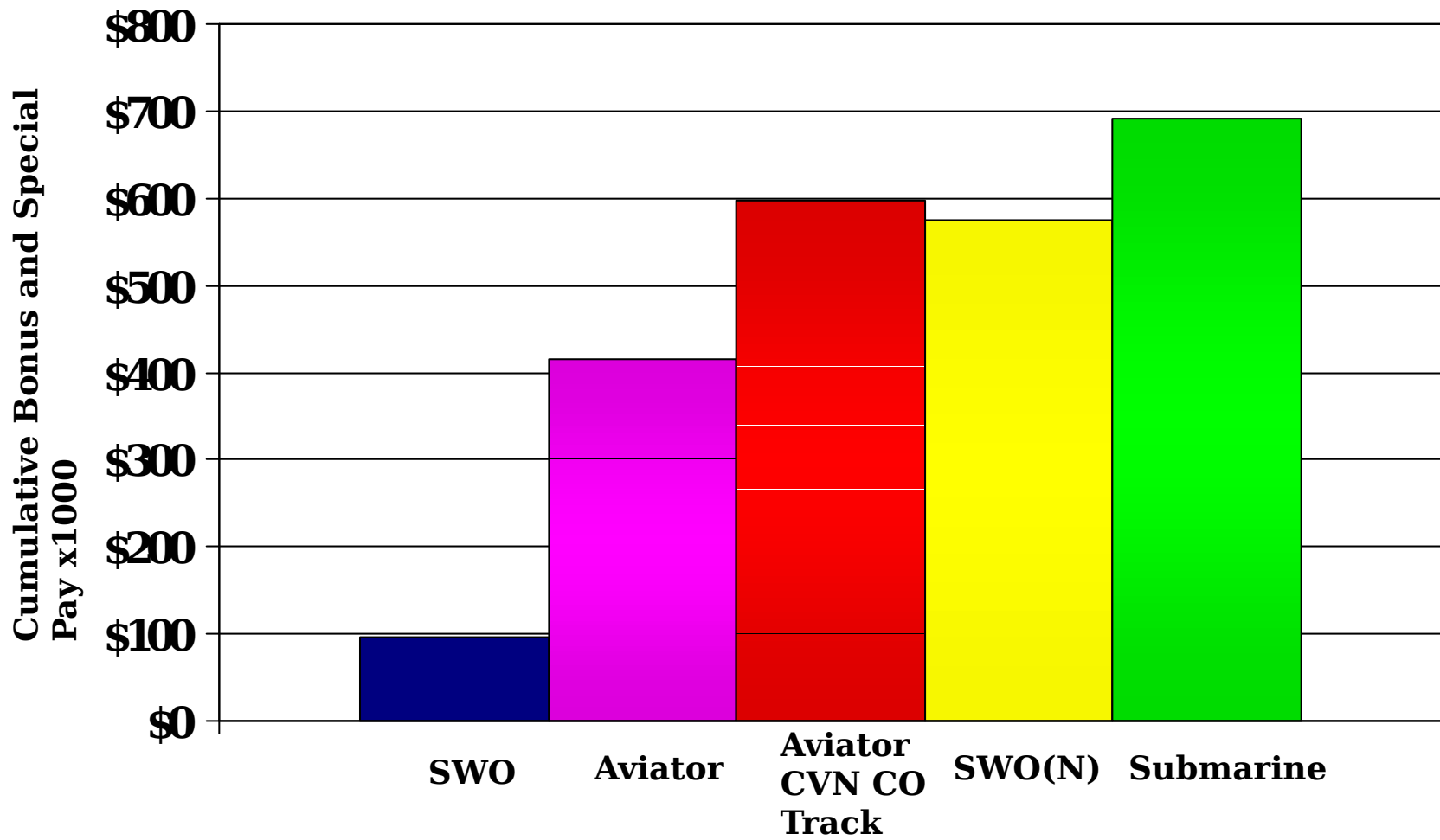
Retire at 42, 48 or 52?

■ CDR at 20 Years ■ CAPT at 26 Years ■ CAPT at 30 Years





Bonus and Special Pay 30 Year Cumulative Compensation



THE END

